

## Battle for Suffrage, 1848-1920

*The ICSEW is proud to present the first of three articles in a series of articles on the woman suffrage movement in America. Look for the next installment of this article in the January/February edition of the InterAct.*

### Found at [www.pbs.org](http://www.pbs.org)

On March 3, 1913, Woodrow Wilson arrived in Washington for his inauguration as president of the United States. But upon arrival, he was dismayed to find there was no crowd to greet him. People gave up meeting the president in order to observe a bigger spectacle down on Pennsylvania Avenue--a woman suffrage parade.

Five thousand women, sporting purple, violet, and gold banners, had united under the leadership of suffragist Alice Paul to march through Washington in demand of their right to vote. Shouted and jeered at as they processed, these women braved the hostile crowd while gaining significant publicity for their cause.

The movement of women into the public and political spheres had been gaining in momentum and popularity since the mid 19th Century. Women demanded suffrage as early as 1848. The Seneca Falls convention brought together 200 women and 40 men, including feminists Elizabeth Cady Stanton and Lucretia Mott, to make the claim for full citizenship.

The delegates believed women to be citizens not limited in any way to their roles as wives or mothers. In the language of the founding fathers, they wrote, "We hold these truths to be self-evident that all men and women are created equal."

They rejected Victorian domesticity and its separation of women and men into private and public spheres, respectively. It was at Seneca Falls that the suffrage movement began.

Women entered into public life more and more in the years after the convention. In part this was linked with the expansion of educational opportunities at the time. Women's colleges sprouted up all over the country, enrolling young, mainly white middle-class women.

By 1870 there were 11,000 female students at these institutions of higher education. A decade later, there were 40,000. These women received progressive education, and, in their college experiences, found an inspiration to put their knowledge to good use.

Half of all college-educated women in the late 19th Century never married. Instead, they joined married women to form associations concerned with extending the "maternal" role into the public sphere: to educating young children, instituting benefits for the poor, and improving health conditions for women and children.

## Update From the Chair



By **Vicki Rummig, ICSEW Chair**

This portion of the *InterAct* is usually reserved for an update from the ICSEW Chair. For an update of what the ICSEW has been working on, view our 2004-05 Business Plan, available online at <http://icsew.wa.gov/2004busplan.pdf>.

For this issue, I decided to approach things a little differently. Instead, I would like to use this space to talk about some women whom I admire.

The first woman is a stranger to me. While in San Diego, California, I attended a street fair with my husband and sister-in-law. There was a blues stage with a really good band entertaining the crowd.

It took a while for people to begin dancing, and one of the first dancers was a lady that will remain in my memory forever. Now, this lady boogied, and boogied, and boogied!

She was a thin, elderly woman with a walker. She wore a bright pink, belted dress and a straw hat. She grabbed the handles of her walker and just shook it for 45 minutes straight. Everybody loved her.

People would grab her and her walker and start dancing. She'd just flash them a big 'ol toothless grin and keep on going. I admired her body--I never looked as good, nor as fit, as this lady did. I admired her inhibitions--when was the last time you danced by yourself without worrying about what others thought?

I admired her stamina--she outlasted all of the other dancers. I admired her style--she was impeccably dressed and looked much better than the women who showed up in tight shorts and bikini tops. I hope when I grow up I have at least half of the class that this dancin' mama had.

The next woman is really a group of women--more specifically, the first group of women to hold the basketball National Championship title for

Washington State. If you guessed the Seattle Storm, you are correct. I recently had the pleasure of attending my first Seattle Storm game.

I went partly out of mild curiosity, and partly to help out a friend who had an extra ticket. I have never been so mesmerized watching professional sports. Two things make these women stand out--teamwork and assertiveness.

I believe that teamwork was the key in allowing these women to go all the way. They recognize their own individual weaknesses and allow assistance from their teammates. They also allow each other to utilize their strengths. Sue Bird is not going to take a three-point shot that she feels Lauren Jackson has a better chance of making, just to prove her worth. Recognizing and playing off of each other's strengths is the only way a team can come out ahead.

Assertiveness is also required for a team to be successful. There is no time to ask for permission to have the ball or worry about whose feelings might be hurt. Whether to assist teammates or steal from the opposing team, it requires the players to just go in and do it.

However, there has to be a level of trust that those taking action are doing so in the best interest of the team. Otherwise, it would cross the line to aggressiveness and the team would suffer. But along these lines, I was

amazed at the level of physicality these women displayed; the running, the blocking, the sweating. I'd say they make their fathers' proud!

The other day I was at my local YMCA and had a window seat into the gym where there were about 30 young men aged 15-22 years. Within these men was one young woman ready to play. Our next Storm player? Either way, I have to admire her as well.



## ICSEW Event Information

**November 12, 2004** - "How to do More, Better, Faster" by Ms. Kathy Bote'. Cost is \$99. Training class held in Yakima, Washington. For more information go to <http://www.icsew.wa.gov/training/20041112bote.pdf>.

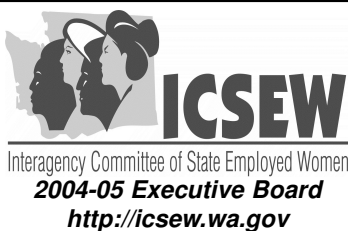
**November 19, 2004** - "How to Give Great Customer Service AND Love Your Job" by Ms. Sandra Smith. Cost is \$99. Training class held in Olympia, Washington. To register, send an e-mail to Victoria Meyer at [vickim@oic.wa.gov](mailto:vickim@oic.wa.gov).

**November 30, 2004** - "Develop Your Professional Image" by Ms. Kathy Bote'. Cost is \$99. Training class to be held in the Olympia area.

**December 9, 2004** - "How to Manage Conflicts and Stress" by Ms. Kathy Bote'. Cost is \$99. Training class to be held in the Seattle area.

**December 16, 2004** - Beginning and Intermediate Self Defense. Cost is \$30. Training class to be held in the Olympia area.

A list of current classes and trainings can be found on the ICSEW Web site at <http://calendar.yahoo.com/waicsew>. Click on the events list.



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## What Do You Want to Be When You Grow Up?

By Kindra Benavidez

What do you want to be when you grow up? That is a question we often ask each other in jest. But, in truth, it's a question we should ponder seriously.

Having a deep understanding of what we want to do, or how we want to contribute in life comes from having a solid personal vision. Identifying your vision is the first step in realizing it.

### What is a Personal Vision?

A personal vision describes what you want to achieve for yourself. It is concrete, not fluff. It is the end, not the means. We often confuse goals or objectives with vision.

Consider: "I want my back to stop hurting" (objective) vs. "I want to live pain free" (vision).

While getting your back to stop hurting is one part of living pain free, it describes the means, not the end. The vision is the end--you're either pain free, or you're not.

### Why Should I Develop a Personal Vision?

Simply put, you cannot achieve

what you cannot visualize. Peter Senge, author of *The Fifth Discipline*, states, "If people don't have their own vision, all they can do is 'sign up' for someone else's." Having your own vision(s) is key to realizing personal accomplishment and success.

### How do I Develop a Personal Vision?

Spend some time quietly reflecting. What is it that you want? Write down your response, then put it to the test by asking, "Why do I want this? Is what I wrote the means or the end?" Peel away the layers of reason, asking yourself "why?" until you reach your vision.

As you reflect on your statement, pay attention to your internal dialogue. When you've identified the vision, you should feel it.

### From Vision to Action

In the next few weeks, develop your personal vision(s). Look for a future *InterAct* article where we will explore how to build an action plan for achieving your vision(s).

## How to do More, Better, Faster

Would you like to simplify your life? Have you ever thought, "If I could just get organized?" Is your to do list an ever-growing undone list? Would you like to get more done in less time and still have time for you? Take control now!

Attend this indispensable workshop and learn proven techniques for streamlining your daily life while getting more done. You will learn to eliminate clutter and live an organized life, save time and space, handle paperwork and phones quickly and more efficiently, and get more out of each day by using proven time and planning strategies.

For more information on Ms. Kathy Bote's course, "How to do More, Better, Faster," go to <http://icsew.wa.gov/training/20041112.pdf> or see page 1 of this publication. To register, e-mail Victoria Meyer (Office of the Insurance Commissioner) at [vickim@oic.wa.gov](mailto:vickim@oic.wa.gov).

## What is Toastmasters?

By Kimberly Starkey, ICSEW Historian

I had heard the word "Toastmasters" through the years but never really knew what it was. I thought maybe it was somewhere people toasted drinks! One day, however, I found out it was a speaking club. I went to visit and felt like it might be a good thing to join.

After becoming an ICSEW representative and wanting to work on the Conference Committee, I thought, "Oh no! What if I have to introduce a speaker at one of the sessions!" Also, in my job I sometimes have the opportunity to attend technical conferences.

I remember one conference I attended with my manager who was giving a presentation on testing software. Well, things got hectic before we left and she said, "Kim, if I don't make it, you will have to give the presentation." I freaked out!

I boarded the plane with my manager nowhere in sight. I studied the presentation material all the way to Dallas, Texas. When I exited the plane, there she was. I was totally relieved to see her!

After thinking about these instances

I again thought about Toastmasters, but felt I was just too busy. Shortly after that, a former ICSEW representative came to an ICSEW General Membership meeting and gave a speech about Toastmasters. After the meeting I spoke to her and made arrangements to visit her Toastmasters club.

It was wonderful and on my second visit I wrote the check to join with trembling hands. Think about it--I was signing up to give speeches in front of people I didn't even know! I decided to jump right in and start making progress.

I had four goals: 1) Give the ten speeches required to complete my Competent Toastmaster Manual. 2) Be able to speak in front of a group. 3) Know how to properly introduce people at conferences. 4) Give a presentation at a technical conference.

I have found Toastmasters to be so much more rewarding than I ever expected. There are duties to fill at each meeting, which are rotated between members. When you're the weekly Chairperson, it is your responsibility to organize the meeting by

making up the agenda, deciding on a theme, and confirming all speakers and other participants. These organizational skills translate very easily in the work environment.

When you're the Toastmaster, you coordinate with the speakers and solicit information from them in order to give effective introductions. When you're the Evaluator, you contact the speakers to find out what goals they are working on in the speech manual and what special things they may want you to watch for during their presentation.

Toastmasters has been so much more than a speech club. I have found true friends that have provided support in my professional and personal life. Like I said, I joined to give my ten speeches, but now I plan on staying for a lifetime!

For more information on Toastmasters visit their Web site at <http://www.toastmasters.org> or visit Kimberly Starkey's club at the Department of Transportation, 310 Maple Park Avenue SE, Olympia, Washington. The Olympus Club meets every Thursday at 12:10pm.



## Spotlight Article

### Take Our Daughters and Sons to Work Day Committee

By Janet Merz

The Take Our Daughters and Sons to Work Day (TODSTWD) Committee has been hosting events for about 10 years. In the past, functions have included a career fair, motivational speakers, hands-on activities, and a visit from the Governor.

Previously, the committee has focused on the mission of the Ms. Foundation (a nationwide organization that promotes the national event), which is to encourage a family dialogue regarding balancing work and family duties.

Research conducted shows that both girls and boys envision their futures involving a career and a family. The event is all about getting children to start thinking early about how to balance these two very important things.

It is the committee's goal to lend support to state workers who wish to hold an event in their office. The committee is currently looking into a statewide event, however, the first goal is to convene a summit of agency TODSTWD coordinators to exchange ideas/resources for the 2005 event.

Misty Ross, TODSTWD Committee Chair, feels that by bringing children into the workplace and getting them started early as far as planning their futures can only improve the quality of life for all state employees and for our future workforce.

Misty feels that just getting the ball rolling is a great success. For more information on the 2005 event, visit the ICSEW Web site at <http://icsew.wa.gov/TODSTWD.htm>.

## Women Leaders in State Government

### Stephanie Murphy, DSHS

By Misty Ross, TODSTWD Chair

The best example I have found of a woman leader is Stephanie Murphy, Wapato Community Service Office (CSO) Administrator. I had the pleasure of working for her and was constantly impressed with her leadership style. Recently, Stephanie shared with me her views on being a woman leader in state government.

Stephanie began her career in the 70s as a Welfare Eligibility Examiner. Her job entailed determining eligibility for food assistance and cash and medical programs for low-income people. Coming from a single-parent family herself, she enjoyed the challenge of administering government assistance programs to people from a wide range of cultures and backgrounds. After several years, Stephanie was given the opportunity to move into management within the CSO. Her career path continued upward.

Stephanie is actively involved in the community and serves on several Economic Services Administration committees in Region 2.



Speaking from personal experience, one of Stephanie's greatest strengths as a leader are her interpersonal skills. Whether you are an employee or a client, she always makes sure that you are heard and valued. She counts getting to know her staff as one of the most rewarding parts of her job, and she supports her employees in their own goals and aspirations.

Stephanie stresses that this is a great time to be a woman. By being true to herself and her talents, she has proven that anybody can work their way up the proverbial career ladder that previously seemed only open to men.

## The 12 Days of Holiday Health and Safety

### Found at [www.cdc.gov](http://www.cdc.gov)

The holidays are a time to celebrate, give thanks, and reflect. They are also a time to pay special attention to your health and safety. Here are a few ways to make sure you don't become a "holidayize" statistic. Remember, being healthy takes practice!

#### 1. Eat Healthy and Get Moving

During the holiday season we tend to eat and drink a lot more calories. As you enjoy the holidays, remember to eat in moderation and stay physically active. Health tip: Bowls of fresh fruit are a sweet substitute for candy or chocolates.

#### 2. Handle and Prepare Food Safely

Many people do not think about food safety until a food-related illness affects them or their family. While the food supply in the US is one of the safest in the world, the Centers for Disease Control and Prevention (CDC) estimates that 76 million people get sick, more than 300,000 are hospitalized, and 5000 Americans die each year from foodborne illness. Health tip: Do not leave perishable foods out for more than 2 hours.

#### 3. Stay Warm

Adverse health effects from cold weather are not exclusive to cold northern climates, and cold, harsh

weather can affect you whether you are inside or outside of your home.

Health tip: Your ability to feel a change in temperature decreases with age, and older people are most susceptible to health problems caused by cold. If you are more than 65 years old, place an easy-to-read thermometer in an indoor location where you will see it frequently, and check the temperature of your home often during the winter months.

#### 4. Exercise Fire Safety

The US has the fourth highest fire death rate of all industrialized countries. Residential fires are the most important cause of fire-related mortality. Cooking is the primary cause of residential fires; smoking is the leading cause of fire-related deaths.

Health tip: Install smoke alarms on every floor of your home, including the basement. Be sure to place smoke alarms near rooms where people sleep.

#### 5. Wash Your Hands Often

Frequent handwashing is one of the best ways to prevent the spread of infectious disease. Health tip: Wash your hands for 10-15 seconds. It is the soap combined with scrubbing that helps dislodge and remove germs.

#### 6. Don't Drink and Drive

Alcohol-related motor vehicle crashes kill someone every 30 minutes

and nonfatally injure someone every 2 minutes. During 2002, 17,419 people in the US died in alcohol-related motor vehicle crashes, representing 41 percent of all traffic-related deaths.

Health tip: Don't drink and drive.

#### 7. Quit Smoking

There are millions of people alive today who have learned to face life without a cigarette. For staying healthy, quitting smoking is the best step you can take. Health tip: Take quitting one day at a time.

#### 8. Get Vaccinated

An estimated 10-20 percent of US residents get the flu each year, an average of 114,000 people are hospitalized for flu-related complications, and 36,000 Americans die each year from complications of the flu.

The best way to prevent the flu is to get vaccinated. In the absence of vaccine, however, there are other ways to protect against the flu. Health tip: Cover your mouth and nose with a tissue when coughing or sneezing. It may prevent those around you from getting sick. Also, washing your hands often will help protect you from germs.

#### 9. Watch Those Kids

Toys, holiday decorations, and travel are a few areas to pay special attention to during the holidays. Injuries can be prevented if you take special

precautions. Health tip: Keep dangerous toys, foods, and household items out of reach and learn how to provide early treatment for children who are choking.

#### 10. Get Those Exams and Screenings

There's no time like the present to get that exam or test you need. Make the appointment now and start the New Year off right! Health tip: Exams and screenings can help find problems early, when they may be easier to treat.

#### 11. Manage Stress

Breathe. Between work and home, the holidays don't need to adversely affect your health. Health tip: Balance work, home, and personal life; develop a support network and relax.

#### 12. Travel Safely

Whether it's across town or around the world, take a few extra minutes to make the trip unforgettable. Health tip: Buckle up. Wear seat belts.

Now, relax and have fun! Enjoy the holidays and make sure you take some time for yourself. Remember, being healthy takes practice.

--Submitted by Marilyn Hanna,  
Health and Wellness Committee  
Member

## Food and Your Life Stages

The ICSEW is proud to present the second of two articles in a series of articles on nutritional needs of your body and how they change at different life stages.

Found at <http://www.better-health.vic.gov.au>

The nutritional needs of the human body change at different life stages. For optimum health, it is important to take into account the extra demands placed on the body by these changes.

### Pregnant women

A pregnant woman should concentrate on increasing her nutrient intake, rather than her kilojoule intake, particularly in the first and second trimesters. However, this depends on the pregnancy and the weight of the mother.

Recommendations include:

- Don't crash diet as this can have a negative impact on the baby.
- Don't "eat for two" as this will lead to unnecessary weight gain.
- Concentrate on diet quality rather than quantity.
- Accommodate cravings but don't let them replace more nutritious foods.

### Breastfeeding mothers

During breastfeeding, there is a general increase in the need for energy and protein. The amounts of some vitamins and minerals also need to be increased to meet the needs of the baby and

mother. The nutrients of particular concern during lactation are:

- Calcium.
- Folate.
- Zinc.
- Magnesium.
- Vitamin B6.

In most situations, there is no relationship between the mother's mineral intake and milk mineral content. For instance, a low intake of calcium will not affect the calcium concentration in breast milk, but the effects on the mother's long-term bone density are uncertain, especially if women are breastfeeding for a long period of time. However, there is not a higher prevalence of osteoporosis in women who have breastfed.

If the mother's diet is continuously low in vitamins, her breast milk concentrations will also be low. Recommendations include:

- Eat foods that are nutrient dense, especially in calcium.
- Eat and drink regularly. Breastfeeding burns through extra kilojoules and may increase the risk of dehydration and cause constipation.

### Menopausal women

Thinning of the bones is common in post-menopausal women because of hormone-related changes. Recommendations include:

- Eat foods rich in calcium such as

milk or, if necessary, take calcium supplements as prescribed by a doctor.

• Weight-bearing exercises such as walking or weight training can strengthen bones and help maintain a healthy body weight.

• A high fiber, low fat and low salt diet has been found to reduce many symptoms of menopause such as hot flashes.

• Include a variety of wholegrain, nutrient-dense food.

### Older people

Experts suggest a minimum of 5000kJ per day is required to gain the nutrients needed for good health. Food and energy intake declines with age, making a nutritionally adequate diet more difficult to achieve.

Recommendations include:

- Be as active as possible.
- Excess weight puts extra strain on vulnerable joints.
- Eat foods that are nutrient dense.
- Choose from a wide variety of foods and drink adequate fluids.

### Things to remember

The nutritional requirements of the human body change as we move through different life stages. A varied diet is recommended for everyone, regardless of age.

--Submitted by the ICSEW Health and Wellness Committee

## ICSEW Cell Phone Drive

### Put Your Old Cell Phones to Good Use to Help Save Lives

The ICSEW coordinates an ongoing "recycle your cell phone, rechargeable batteries, and cords drive." Cell phones are reprogrammed by Verizon Wireless to dial 9-1-1 and donated to the Washington State Domestic Violence Coalition.



Your old cell phones with the batteries and cords can be sent to Jan Ward Olmstead (Health Care Authority) at mailstop 42721, or delivered to the Health Care Authority's front desk at 676 Woodland Square Loop SE. If you would like a receipt for tax purposes, send a note along with your donation and one will be sent to you.

If we can help save even one life it is all worthwhile!

Contact Jan Ward Olmstead at (360) 923-2803 or [jolm107@hca.wa.gov](mailto:jolm107@hca.wa.gov).

## What is Domestic Violence?

Domestic violence is a pattern of assaultive and manipulative behaviors including physical, sexual, and emotional attacks, as well as financial control that is used against intimate partners.

### Types of Domestic Violence

#### Emotional

- Joking and insults.
- Yelling and name calling.
- Belittling.
- Blaming.

#### Physical

- Refusal to meet physical needs of dependents.
- Pushing/shoving.
- Using weapons.
- Murder.

#### Sexual

- Unwanted touching.
- Rape with imprisonment.
- Rape with permanent injury.
- Rape with murder.

#### Social/Environmental

- Degrading of culture.
- Destroying victim's property.
- Eliminating victim's support sys-

tem.

• Alienating family and friends.

### Danger Signs

Are you involved with someone who:

- Is jealous and possessive toward you and doesn't want you to have other friends or interests?
- Accuses you of flirting and checks on where you have been and who you have spoken to?
- Tries to control you by being bossy and making all the decisions?
- Insults you in public and private?
- Destroys your belongings?
- Threatens to hurt you, your family members, or pets?
- Touches you in a way that frightens you or hurts you?
- Blames you or him/herself when you want to break up to see other people?

### Cycle of Violence

#### Tension Phase:

- Stress builds.
- One partner senses growing danger, tries to avoid abuse.

#### Crisis Phase:

- Violence occurs.
- Serious injuries or death may result.
- Abuser blames partner for violence.

#### Calm Phase:

- Abuser may ask for forgiveness.
- Abuser may buy gifts, be very affectionate.
- Abuser may promise it will never happen again.
- Violence may seem to temporarily cease.

### Domestic Violence Prevention

#### Respect and Honor the Family

What does respect mean in a relationship? Both people feel safe, appre-

ciated, considered, and understood.

Respect includes boundaries, communication, equality, and self-esteem.

By seeking help, healing begins. If you are dealing with domestic violence and need help, please call the Washington State Domestic Violence Hotline at 1-800-562-6025 (V/TTY). Advocates will transfer you to a domestic violence program in your area.

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--Submitted by Jan Ward Olmstead, Health and Wellness Committee Chair

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